



DEPARTMENT OF THE ARMY
U.S. TOTAL ARMY PERSONNEL COMMAND
ALEXANDRIA, VA
22332-0406

REPLY TO
ATTENTION OF
TAPC-PLC (611-1a)

1 November 2001

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Notification of Future Change to DA Pam 611-21,
E-0204-35, Revision of Armed Services Vocational Aptitude
Battery (ASVAB) Composite Scores

1. PURPOSE. Provide notification of approved changes to the Military Occupational Classification and Structure for implementation.
2. COORDINATION. This change (enclosure 1) has been coordinated with affected HQDA principal staff agencies and personnel proponents per AR 25-30 and AR 611-1 for publication in the next DA Pam 611-21.
3. SUMMARY OF SIGNIFICANT CHANGES. Revises the specifications for selected enlisted Military Occupational Specialties (MOS) to establish interim ASVAB composite scores as minimum qualifications for award of the MOS effective on and after 2 January 2002.
4. IMPLEMENTATION.
 - a. Training strategy. There will be no change to the training strategy as a result of this action.
 - b. Army Recruiting Information Support System (ARISS). This revision will not require a change to be made to ARISS.
 - c. Position/personnel reclassification guidance is not required.
 - d. Changes to Tables of Organization and Equipment (TOE) is not required.
 - e. Position reclassification is not required
 - f. Personnel reclassification is not required.

TAPC-PLC-C

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g. Supporting documents. The ODCSPER (DAPE-MP) approved interim ASVAB composite scores that become effective on 2 January 2002 are provided at enclosure 2.

4. MILESTONES (AR 611-1, table 3-1). The following milestones, required to update manpower and personnel systems, will occur prior to publication in the next update to DA Pam 611-21.

(1) 31 October 2001 - Close MOCS window and consolidate approved changes.

(2) 30 November 2001 - Update POSC-Edit File (PERSCOM).

(3) 31 December 2001 - Forward TOE POSC-Edit Tape to USAFMSA for the 0204 CTU (PERSCOM).

(4) 31 March 2002 - Submit DA Pam 611-21 update to USAPA (PERSCOM)

5. POINT OF CONTACT. The PERSCOM action officer is Mr. Randy Newman, DSN 221-2099, commercial (703) 325-2099, E-mail randy.newman@hoffman.army.mil or FAX 221-0657.

FOR THE COMMANDER:

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L. M. RIVAS
Chief
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10-235. 98H—Communications/Non-communications Collector (Comm/Non-Comm Coll), CMF 98

a. *Major duties.* The communications/non-communications collector performs and supervises detection, acquisition, identification, exploitation and location of foreign communications employing international Morse code (IMC) and radio-printer (non-Morse) using signals intelligence /electronic warfare (SIGINT/EW) collection and location equipment and operates ground surveillance systems engaged in intelligence and information gathering at all echelons . Performs collection management. Duties for MOS 98H at each skill level are:

(1) *MOSC 98H10.* Operates and performs operator maintenance on ground surveillance systems, organic communications equipment, light wheeled vehicles, and power sources. Operates SIGINT/EW equipment to detect, acquire, identify, locate, and exploit foreign communications devices transmitting Morse and non-Morse signals. Provides processing and reporting of intercepted communications. Assists in emplacement, camouflage, and recovery of ground surveillance systems and associated equipment. Detects, locates, and reports target data by interpreting ground surveillance system information.

(2) *MOSC 98H20.* Performs duties shown in preceding skill level and provides guidance to subordinate soldiers. Provides tactical and technical guidance in team area of operations. Assists in planning surveillance missions using maps, aerial photographs, terrain studies, and intelligence reports. Performs collection management functions in support of collection operations. Quality controls processing and reporting procedures. Supervises emplacement operations and maintenance of ground surveillance systems and associated equipment.

(3) *MOSC 98H30.* Performs duties shown in preceding skill level and provides guidance to subordinate soldiers. Evaluates mission taskings and assists in formulating collection plans. Determines collection requirements and site selection for remote missions. Integrates other unit collection assets with ground surveillance systems. Recommends methods of employment. Selects potential emplacement sites using maps, aerial photographs, terrain studies, and intelligence reports. Prepares overlays and surveillance maps and notifies supported command of team locations. Maintains operational records. Supervises processing and reporting and collection management process.

(4) *MOSC 98H40.* Performs duties shown in preceding skill level and provides guidance to subordinate soldiers. Provides tactical and technical guidance in platoon area of operations. Plans, recommends, and determines employment and operational techniques. Plans collection and exploitation strategies and allocates personnel and equipment resources. Applies intelligence collection and surveillance planning process to operations. Conducts intelligence surveillance and collection training.

b. *Physical demands rating and qualifications for initial award of MOS.* Communications/non-communications collectors must possess the following qualifications:

- (1) A physical demands rating of heavy.
- (2) A physical profile of 222121.
- (3) Normal color vision.

~~(4) A minimum score of 95 in aptitude area ST.~~

(4) Qualifying Scores.

(a) A minimum score of 95 in aptitude area ST on Armed Services Vocational Aptitude Battery (ASVAB) tests administered prior to 2 January 2002.

(b) A minimum score of 92 in aptitude area ST on ASVAB tests administered on and after 2 January 2002.

(5) A qualifying score on the Audio Perception Test (APT).

(6) The soldier must meet TOP SECRET (TS) security clearance and Sensitive Compartment Information (SCI) access eligibility requirements. An interim TS clearance with SCI access meets this requirement.

(7) A high school graduate or equivalent prior to entry onto active duty.

(8) Meet hearing acuity test standards per AR 40-51.

(9) Never have been a member of the U.S. Peace Corps, except as specified in AR 614-200 (para 3-2).

(10) No information in military personnel, Provost Marshal, intelligence, or medical records that would prevent the granting of a TOP SECRET security clearance under AR 380-67 (para 3.401.a).

(11) No record of conviction by court-martial.

(12) No record of conviction by a civil court for any offense other than minor traffic violations.

(13) Must be a U.S. citizen.

(14) Soldier and spouse must not have immediate family members who reside in a country within whose boundaries physical or mental coercion is known to be common practice, either against-

(a) Persons accused of or acting in the interest of the U.S. or

(b) The relatives of such persons to whom they may reasonably be considered to be bound by ties of affection, kinship, or obligation. Immediate family for both soldier and spouse includes both blood and step-: parents, spouse, children, sisters, brothers, any sole living blood relative, or a person in loco parentis per AR 600-8-10.

(15) Have neither commercial nor vested interest in a country within whose boundaries physical or mental coercion is a known common practice against persons acting in the interests of the U.S. This requirement applies to the soldier's spouse as well.

(16) Meet career management and development criteria contained in AR 614-200 and DA Pam 351-4.

(17) Formal training (completion of MOS 98H course conducted under the auspices of the USAIC&FH, Ft Huachuca, AZ) mandatory.

(18) Be advised that due to the nature of training and assignments, temporary restrictions may be placed on foreign travel both during and after the term of service.

c. Additional skill identifiers.

(1) B3--Advanced Army Competitive Shooter.

(2) P5--Master Fitness Trainer.

(3) 2B--Air Assault (personnel only).

(4) 2S--Battle Staff Operations (skill level 3 and above only).

(5) 4A--Reclassification Training.

(6) 5W--Jumpmaster (personnel only).

(7) 6T--Military Auditor (Reserve Component personnel only).

(8) 8P--Competitive Parachutist (SGT and above).

d. Physical requirements and standards of grade. Physical requirements and SG relating to each skill level are listed in the following tables:

- (1) *Table 10-98H-1.* Physical requirements.
- (2) *Table 10-98H-2.* Standards of grade TOE/MTOE.
- (3) *Table 10-98H-3.* Standards of grade TDA.

Table 10-98H-2

Standards of grade TOE/MTOE for MOS 98H

Line	Duty position	Code	Grade	Number of positions*										Explanatory notes
				1	2	3	4	5	6	7	8	9	10	
1	<u>COMM/NON-COMM COLL</u> <u>COMMS INTCPR/LCTR</u> <u>CROSSHAIR OPERATOR</u>	98H10 98H101G	PFC			1	1	2	2	3	3	3	3	1. Grades of additional positions will be in same pattern and applied to the total aggregate within the same section, paragraph to include ASI. 2. ASI will not be graded separately. 3. Grading pattern will be used for all positions when not specifically identified by any other line. 4. CROSSHAIR positions will be coded with ASI 1G.
2	<u>COMM/NON-COMM COLL</u> <u>COMMS INTCPR/LCTR</u> <u>CROSSHAIR OPERATOR</u>	98H10 98H101G	SPC	1	1	1	2	2	3	3	3	3	3	
3	<u>COMMS INTCPR/LCTR</u> <u>COMM/NON-COMM COLL</u> <u>CROSSHAIR OPERATOR</u>	98H20 98H101G	SGT		1	1	1	1	1	1	1	2	3	
4	<u>COMMS INTCPR/LCTR</u> <u>COMM/NON-COMM COLL</u> SGT <u>CROSSHAIR SGT</u>	98H30 98H101G	SSG								1	1	1	
5	VEHICLE DRIVER	98H10	PFC											Subsequent positions graded PFC.
6	<u>COMM/NON-COMM COLL</u> <u>COMMS INTCPR/LCTR</u> <u>CROSSHAIR OPERATOR</u>	98H20 98H2S 98H2V 98H201G	SGT											1. Numbers in (#) indicate total of multiple positions in organizations less those graded by lines 1 through 4. 2. Spt Co, SF Bn, Abn (use with SQI S). 3. TCAE Co, EAC.

Standards of grade TOE/MTOE for MOS 98H

Standards of grade 102/103 for NSD 501				Number of positions*										Explanatory notes
Line	Duty position	Code	Grade	1	2	3	4	5	6	7	8	9	10	
7	COMMS INTCPR/LCTR <u>COMM/NON-COMM COLL</u> SGT CROSSHAIR SGT <u>SOT-A TM MEMBER</u>	98H3O 98H3S 98H3V 98H3O1G	SSG											1. Numbers in (#) indicate total of multiple positions in organizations less those graded by lines 1 through 4. 2. Spt Co, SF Bn, Abn (63). Use with SQI V). One per Sp Ops Tm. 3. HHC, MI Bde, STRAT SIGINT. 4. Hq, MI Gp, STRAT SIGINT. 5. HHOC, MI Bn AA/Abn. 6. HHC, MI Bn Sig Intel, EAC. 7. <u>Spt Co, SF Gp, Abn,(6).</u> <u>(use with SQI V). One per Sp Ops Tm.</u> 8. <u>MI MORSE TM (SIGINT)</u>
8	SR <u>COMM/NON-COMM COLL</u> COMMS INTCPR/LCTR SR CROSSHAIR SGT	98H4O 98H4O1G	SFC											1. Numbers in (#) indicate total of multiple positions in organizations (less those graded by lines 9 and 10). 2. MI Tm, NW Det, STRAT SIGINT. 3. Comms Intercept/Loc Tm. 4. Hq & Ops Co, MI Bn, SIG, EAC. 5. Hq, MI Gp, STRAT SIGINT. 6. HHC, MI Bn, Sig Intel, EAC. Comms Intercept/Loc TM 7. <u>MI MORSE Tm (SIGINT)</u>

Table 10-98H-2

Standards of grade TOE/MTOE for MOS 98H

Line	Duty position	Code	Grade	Number of positions*										Explanatory notes
				1	2	3	4	5	6	7	8	9	10	
														8. HHC, MI Bn (COLL & EXPL) 9. Hq&Ops Co, MI Bn (Sig) (EAC)
9	PLATOON SERGEANT	98H40	SFC											Principal NCO in Plt Hq Sec when MOS 98H is the predominant MOS.
10	DETACHMENT SERGEANT	98H40	SFC											Principal NCO in MI Det Hq Sec with 75 or less soldiers when MOS 98H is the predominant MOS.

Notes:

1. *Blank spaces in this column indicate not applicable.
2. Unless otherwise noted in explanatory notes, single lines provide grading for one position only.
3. When TOE/MTOE organizations are supported by an augmentation TDA, augmentation (A) and base paragraph will be graded in the aggregate.
4. When no grading guidance is provided by this table for coding TOE/MTOE, TRADOC MSCs and Non-TRADOC specified proponent (TOE Combat Developers) will coordinate with appropriate Branch Personnel Proponents USAIC&FH, Ft. Huachuca (listed in AR 600-3) to support additional grading of manpower requirements.

Table 10-98H-3

Standards of grade TDA for MOS 98H

Line	Duty position	Code	Grade	Number of positions*										Explanatory notes
				1	2	3	4	5	6	7	8	9	10	
1	<u>COMM/NON-COMM COLL</u> <u>COMMS INTCPR/LCTR</u> <u>CROSSHAIR OPERATOR</u>	98H10 98H101G	PFC					1	2	2	2	2	3	1. Grades of additional positions will be in same pattern and applied to the total aggregate within the same section, paragraph to include ASI. 2. ASI will not be graded separately. 3. Grading pattern will be used for all positions when not specifically identified in any other line. 45. CROSSHAIR positions will be graded with ASI 1G. 564. U.S. Army (USA) Training and Doctrine Command (TRADOC) MOS 98H positions will be graded per chapter 11 guidance (DA Pam 611-21).
2	<u>COMM/NON-COMM COLL</u> <u>COMMS INTCPR/LCTR</u> <u>CROSSHAIR OPERATOR</u>	98H10 98H101G	SPC		1	2	2	2	2	2	3	4	4	
3	<u>COMM/NON-COMM COLL</u> <u>COMMS INTCPR/LCTR</u> <u>CROSSHAIR OPERATOR</u>	98H20 98H23S 98H201G	SGT	1	1	1	1	1	1	2	2	2	2	
4	<u>COMMS INTCPR/LCTR</u> <u>COMM/NON-COMM COLL</u> SGT <u>CROSSHAIR OPERATOR</u>	98H30 98H3V 98H301G	SSG						1	1	1	1	1	
5	<u>COMMS INTCPR/LCTR</u> <u>COMM/NON-COMM COLL</u>	98H20	SGT				1	2	2	3	3	4	4	
6	<u>COMMS INTCPR/LCTR</u> <u>COMM/NON-COMM COLL</u> SGT	98H30	SSG	1	1	2	2	2	2	2	3	3	4	
7	SR <u>COMM/NON-COMM COLL</u>	98H40	SFC		1	1	1	1	2	2	2	2	2	AC/RC Spt positions will be

Table 10-98H-3

Standards of grade TDA for MOS 98H

Line	Duty position	Code	Grade	Number of positions*										Explanatory notes
				1	2	3	4	5	6	7	8	9	10	
	COMMS INTCPR/LCTR													graded using this table.
8	COMM/NON-COMM COLL COMMS INTCPR/LCTR CROSSHAIR OPERATOR	98H1O 98H1O1G	PFC											1. Following--MACOMs-Numbers in (#) indicate total of multiple positions in organization (less those graded by lines 1 through 7). 2. USA Intelligence and Security Command (INSCOM): a. MI-NSA (2931). MI-NSA numbers in (#) are aggregate (lines 1-6 do not apply). b. MI-Ft Gordon (4). d. MI-San Antonio (2). e. MI-Camp Humphrey (2).
9	COMM/NON-COMM COLL COMMS INTCPR/LCTR CROSSHAIR OPERATOR	98H1O 98H1O1G	SPC											1. Following--MACOMs-Numbers in (#) indicate total of multiple positions in organization (less those graded by lines 1 through 7). 2. INSCOM: a. MI-NSA (3441). MI-NSA numbers in (#) are aggregate (lines 1-6 do not apply). b. MI- Ft Gordon (6). c. MI-San Antonio (7). d. MI-Camp Humphrey (2).
10	COMM/NON-COMM COLL COMMS INTCPR/LCTR CROSSHAIR OPERATOR	98H2O 98H2P 98H2S 98H2V 98H2O1G	SGT											1. Following--MACOMs-Numbers in (#) indicate total of multiple positions in organization (less those graded by lines 1 through 7). 2. INSCOM: a. MI-NSA (2024). MI-NSA numbers in (#) are aggregate (lines 1-6

Standards of grade TDA for MOS 98H

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Table 10-98H-3

Standards of grade TDA for MOS 98H

Line	Duty position	Code	Grade	Number of positions*										Explanatory notes
				1	2	3	4	5	6	7	8	9	10	
														3. Field Operating and Staff Support Agency (ARSTAF)- USAOPTEC, Ft Huachuca. 4. Special Operations Command-- <u>SF-Ft Bragg-Special Ops Div (10 12) (use with SQI S).</u> a. SOT-Ft Bragg (15). b. SF-Ft Lewis (use with SQI V) (6). c. SF-Ft Campbell (use with SQI V) (6). d. SF-Ft Bragg (use with SQI V) (6). e. SF-Ft Carson (use with SQI V) (6). f. SF-Ft Bragg-Special Ops Div (10) (use with SQI S).
12	SR <u>COMM/NON-COMM COLL</u> CROSSHAIR OPR SUPV <u>EQUAL OPPORTUNITY NCO</u>	98H40	SFC											1. Following--MACOMs-Numbers in (#) indicate total of multiple positions in organization (less those graded by lines 13 and 14 2. INSCOM: a. MI-NSA (9). MI-NSA numbers in (#) are aggregate (lines 1-6 do not apply). b. MI-Ft Gordon. c. MI-Kunia. d. MI Gp Aug (2). e. MI-Chesapeake. <u>INSCOM:</u> <u>a. Ft Gordon (2).</u> <u>b. Kunia.</u>
13	PLATOON SERGEANT	98H40	SFC											Principal NCO in MI Plt Hq Sec

Table 10-98H-3

Standards of grade TDA for MOS 98H

Line	Duty position	Code	Grade	Number of positions*										Explanatory notes
				1	2	3	4	5	6	7	8	9	10	
														when MOS 98H is the predominant MOS.
14	DETACHMENT SERGEANT	98H40	SFC											Principal NCO in MI Det Hq Sec with 75 or less soldiers when MOS 98H is the predominant MOS.

Notes:

1. *Blank spaces in this column indicate not applicable.
2. Unless otherwise noted in explanatory notes, single lines provide grading for on position only.
3. When TDA organizations are supported with additional and/or dual line TDA positions, augmentation (A) and base paragraph will be graded in the aggregate.
4. When no grading guidance is provided by this table for coding TDA, MACOM Manpower Managers will coordinate with the appropriate Branch Personnel Proponents USAIC&FH, Ft Huachuca (listed in AR 600-3) to support additional manpower grading requirements.